



New York State Equal Opportunity & Diversity Newsletter



Edition 22

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State Equal Employment Specialist

This newsletter is intended to update, inform, and remind management staff about important EO/employment issues, as well as federal and state legal developments. It serves as a training tool and may be shared with employees (posted in break rooms, etc.) at management's discretion. Questions or comments about this newsletter or other EO matters may be directed to: (518) 786-4733 or (518) 786-4621.

You can also visit our Website @ <http://dmna.state.ny.us/eo/eo.php>

This Issue Highlights:

- 2-3 "Sexual Assault Awareness and Prevention Month"
- 4 "Holocaust Remembrance Day and Days of Remembrance"
- 5 "Asian American and Pacific Islander Heritage Month"
- 6 "LGBT Pride Month"
- 7-10 Monthly Equal Opportunity Training/Diversity

Equal Opportunity Mission

To improve and support mission readiness of the NYNG by promoting an environment free from personal, social, or institutional barriers that prevent members from rising to their highest level of responsibility based on individual merit, fitness, and capability.

Special Observance Themes

Sexual Assault Awareness and Prevention Month
"Protecting our People Protects our Mission"

**Holocaust Remembrance Day
Days of Remembrance**
"Learning from the Holocaust: The Strength of Human Spirit"

Asian American and Pacific Islander Heritage Month
"Unite Our Voices by Speaking Together"

LGBT Pride Month
(To Be Announced)

**We welcome your letter to the editor.
Please forward any input to Capt
FitzGibbon or MSgt Torres by the due
dates listed below.**

Quarters:	Due by:
1) Oct – Nov – Dec	15 Sep
2) Jan – Feb – Mar	15 Dec
3) Apr – May – Jun	15 Mar
4) Jul – Aug – Sep	15 Jun

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Special Observance Sexual Assault Awareness Month (1 - 30 April 2017)

"Protecting our People Protects our Mission"

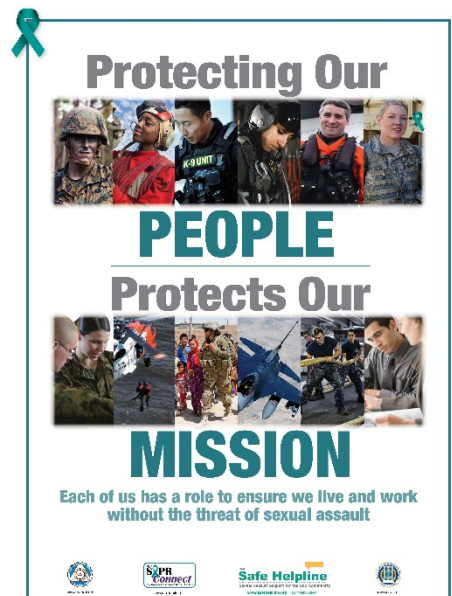


April is recognized as Sexual Assault Awareness Month (SAAM) across the country by both civilian and military communities. The month is an opportunity to highlight robust efforts to care for victims and innovative ways we are working to infuse prevention practices into our daily mission.

The 2017 SAAM theme is, "Protecting Our People Protects Our Mission." This theme offers numerous opportunities to deliver messages that relate to both the individual and unit level. Each Service Member -- regardless of grade -- can encourage behaviors that foster a climate of dignity and respect, and in doing so, help ensure our readiness to complete the Department's mission.

What can we do? This year's theme offers numerous opportunities to deliver messages which relate to how we care for each other while ensuring we are ready to accomplish our mission.

- **"Protecting our People..."** Each of us has a role in ensuring the men and women around us can live and work free from the threat of sexual assault.
 - *Each Service member – regardless of rank -- must know, understand and adhere to Service values and standards of behavior in order to eliminate sexual assault and other inappropriate behavior.*
 - *Addressing sexual harassment in a unit is an important step to preventing sexual assaults, since many victims of sexual harassment, especially men, later experience a sexual assault.*
 - *Understanding how to recognize opportunities for intervention is vital to stopping unsafe behavior, to include any form of retaliation.*
- **"...Protects our Mission."** In addition to the devastating impact on an individual, a sexual assault can severely impact a unit's readiness to perform its mission.
 - *We must encourage positive behaviors by recognizing acts that contribute to a supportive command climate.*
 - *We can protect our mission by ensuring everyone within DoD is committed to advancing an environment where sexist behaviors, sexual harassment, hazing, bullying, and sexual assault are not tolerated, condoned, or ignored.*



Support Services:

DoD Safe Helpline provides confidential, live, one-on-one expert advice as part of victim care. Available 24/7, users can click, call, or text to access Safe Helpline services anonymously.

Click: Logging on to www.SafeHelpline.org allows users to receive live, one-on-one, confidential help with a trained professional through a secure instant-messaging format. The website also provides vital information about recovering from and reporting sexual assault.

Call: **877-995-5247** allows users to speak with trained Safe Helpline staff for personalized advice and support.

References:

<http://www.sapr.mil/>

<https://www.deomi.org/>

A Survivor's Story

With Guest Speaker Michelle Corrao



Details

Date: Friday, 28 April 2017

Time: 1300-1400

Place: JFHQ Auditorium
330 Old Niskayuna Road
Latham, NY 12110

Michelle Corrao is a nationally known speaker with eleven years experience speaking to many different audiences. She shares her story to promote awareness and the debilitating effects of sexual violence. She brings a powerful message that addresses the pain and experience that victims of violent crimes endure and the way she overcame her brutal ordeal, learned to cope and survive. She led the efforts in creating a Sexual Assault Response Team (SART) for Adults and Pediatrics focusing on a victim centered response.

Michelle is the Assistant Director at Prevail, a victim awareness and support program where she has worked in victim services for the last sixteen years. She has received multiple honors including the Special Courage Award the U.S. Attorney General, she was the first person to receive the Distinguished Hoosier Award presented by Indiana Attorney General and has been recognized by the military for her multiple speaking engagements. She was also featured on the Biography Channel series "I Survived". Her message conveys a journey of resilience, inspiration, and determination.

"Protecting Our People Protects Our Mission"



Special Observance
Holocaust Remembrance Day
 (24 April 2017)
 &
Days of Remembrance
 (23 - 30 April 2017)



“Learning from the Holocaust: The Strength of Human Spirit”



Each year, the United States Holocaust Memorial Museum leads the nation in commemorating Days of Remembrance. Days of Remembrance was established by the U.S. Congress to memorialize the six million Jews murdered in the Holocaust, as well as the millions of non-Jewish victims of Nazi persecution.



The week of remembrance is set aside to honor and to remember the victims of the Holocaust and their liberators, so we never forget the great atrocity of which mankind is capable and to remember the *Strength of the Human Spirit*.



Eddie Hellmuth Willner a German Jew, U.S. Army Major, and survivor of Auschwitz.

On April 9th, 1945, Eddie Willner was one of the 500 prisoners on a death march out of Langenstein-Zweberge, a sub-camp of Buchenwald concentration camp. Under the watch of SS Guards and German Shepherds, the prisoners moved, unsure where they were being taken or what their guards were planning. *“We were in our third day of marching when six of us prisoners, who had long planned escape, felt that our time had come,”* Willner said. *“We had just crossed a small bridge that passed over a narrow stream and that’s when we made our break, spreading out in different directions to make it more difficult for the guards to target all of us, which meant some of us would probably survive. The dogs were released, some of the prisoners [were] shot, but we kept running.”*

Willner was 18 years-old at the time. Several years earlier, he and his parents, German Jews, had fled to France and were on the run. While in hiding, they were betrayed, arrested and put on a transport to Poland. His mother was sent to her immediate death in the gas chambers at Auschwitz. He and his father were made slave laborers at a nearby sub-camp. Willner’s father, who had earned the Iron Cross medal for valor while fighting on the front lines for Germany in World War I, would be killed two years later when he was deemed too old for labor at age 50.

Willner, now orphaned, endured his first death march from Auschwitz through Gross-Rosen and Buchenwald concentration camps before arriving at Langenstein in February 1945. At Langenstein he was put to work blasting tunnels and removing rock in the Harz Mountains that were to secretly house Adolf Hitler’s new “super weapon” intended to turn the tide of the war—V-2 rockets. Few prisoners made it out of Langenstein alive.

Only two of the six prisoners succeeded, Wilner and a Dutch Jew, Mike Swabb. The others were shot. As Allied planes flew overhead, the escapees, wearing blue and white striped concentration camp uniforms and weighing only 75 pounds and near death—ran for several days. Hiding in ditches and a barn by day, they moved toward distant artillery fire, which they assumed came from the Western Front, at night. When they heard the sound of rumbling tanks a half-mile away, *“We jumped up and threw our hands up in the air,”* Willner said. *“The first tank stopped and we showed them the number tattoos on our arms.”* The soldiers were members of Company D, 32nd Armored Regiment, 3rd Armored Division, under the command of Army 1st Lieutenant Elmer Hovland. He and his crew dismounted, and approached the emaciated survivors and pulled them up onto the tanks.



Reference: <https://www.deomi.org/>



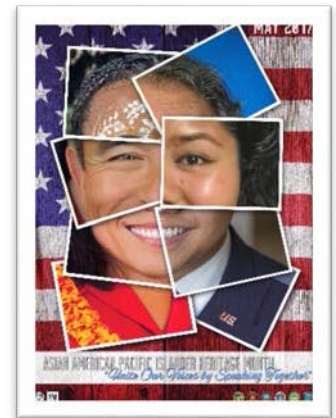
Special Observance
Asian American and Pacific Islander Heritage Month
(1 - 31 May 2017)
"Unite Our Voices by Speaking Together"



Asian American and Pacific Islander Heritage Month is designated to commemorate and celebrate the many accomplishments and contributions of immigrant, refugee, and American born Asian-Americans and Pacific Islanders who through sacrifice, perseverance, education, government, and leadership have helped transform this country into the greatest and most benevolent nation in history. Early Asian Pacific-Americans worked long hours for little pay and were discriminated against just for being different. Today, Asian Pacific-Americans earn more, own more, and are better educated than all other American minorities (U.S. Census, 2007). It is through vision, sacrifice, and perseverance that Asian Pacific-Americans have accomplished so much since they first arrived in this land of opportunity in 1843. The theme for 2017 is *"Unite Our Voices by Speaking Together"*.

Did you know?

- There are more than 39 different Pacific Island languages spoken as a second language in the American household.
- Asian/Pacific American women first entered military service during World War II. The Women's Army Corps (WAC) recruited 50 Japanese-American and Chinese-American women and sent them to the Military Intelligence Service Language School at Fort Snelling, Minnesota, for training as military translators. Of these women, 21 were assigned to the Pacific Military Intelligence Research Section at Camp Ritchie, Maryland. There they worked with captured Japanese documents, extracting information pertaining to military plans as well as political and economic information that impacted Japan's ability to conduct the war.
- After the Japanese attack on Pearl Harbor, Hawaii, Japanese-Americans were perceived as a threat to national security based solely on their ethnic ancestry. Consequently, in 1942 President Franklin D. Roosevelt created the War Relocation Authority. Thousands of Japanese-Americans were involuntarily moved to internment camps. Despite being subjected to prejudice and discrimination, a large number of Nisei (first generation Japanese-Americans born in the United States) volunteered for service in the U.S. Army. These Soldiers served with great honor in the European and North African campaigns. Other Asian-American groups also answered the call to duty and served with great distinction.
- Dr. Eleanor Concepcion "Connie" Mariano is a physician, the first Filipino-American to reach the rank of Rear Admiral in the United States Navy, the first graduate of the Uniformed Services University of Medicine to reach flag officer status, and the first woman to be the director of the White House Medical Unit.



Local Organization:

The **Coalition for Asian American Children and Families (CACF)**, the nations only pan-Asian children's advocacy organization, aims to improve the health and well-being of Asian Pacific American children and families in New York City. CACF believes that children of all backgrounds should have an equal opportunity to grow up healthy and safe and should live in a society free from discrimination and prejudice. Click on this link for more information about CACF: <http://www.cacf.org>

References : <https://www.deomi.org/>
<http://www.asian-nation.org/>



Special Observance

LGBT Pride Month

(1 - 30 June 2017)

Theme: To be Announced



Lesbian, Gay, Bisexual and Transgender Pride Month commemorates the events of **June 1969** and works to achieve equal justice and equal opportunity for LGBT Americans. In June of 1969, patrons and supporters of the Stonewall Inn in New York City staged an uprising to resist the police harassment and persecution to which LGBT Americans were commonly subjected. This uprising marks the beginning of a movement to outlaw discriminatory laws and practices against LGBT Americans.

On **June 1, 2009**, President Obama issued Proclamation No. 8387 for Lesbian, Gay, Bisexual and Transgender Pride Month. In this proclamation the President pointed to the contributions made by LGBT Americans both in promoting equal rights to all regardless of sexual orientation or gender identity and in broader initiatives such as the response to the global HIV pandemic.

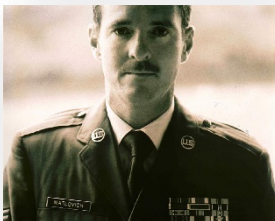


Designed by San Francisco artist Gilbert Baker in 1978, the rainbow flag is a symbol of LGBT pride and LGBT social movements. The colors reflect the diversity of the LGBT community, and the flag is often used as a symbol of gay pride in both the LGBT community and LGBT rights marches.

Baker served in the U.S. Army from 1970 to 1972 and was stationed in San Francisco at the beginning of the gay rights movement. After his honorable discharge from the military, he taught himself to sew.



The most common variant consists of six stripes, with the colors red (life), orange (healing), yellow (sunlight), green (nature), blue (serenity), and violet (spirit). The flag is commonly flown horizontally, with the red stripe on top, as it would be in a natural rainbow.



Dr. Frank E. Kameny fought for gay rights more than a decade before the Stonewall riots. He served in World War II, and later as a civil service astronomer with the U.S. Army Map Service.

Reference: <http://www.deomi.org>



Monthly EEO Training



What is DEOCS?

DEOCS is Defense Equal Opportunity Management Institute (DEOMI) Organizational Climate Survey (DEOCS)

The DEOCS is a commander's management tool that allows them to proactively assess critical organizational climate dimensions that can impact the organization's mission. This voluntary survey is designed to assess the "shared perceptions" of respondents about formal or informal policies and practices. The survey assesses 23 climate factors by posing questions that survey takers respond to using a four-point scale.

The questionnaire focus on four primary areas:

- 1) Military Equal Opportunity (EO)
- 2) Civilian Equal Employment Opportunity (EEO)
- 3) Organizational Effectiveness (OE)
- 4) Perceptions of Discrimination/Sexual Harassment and Sexual Assault Prevention & Response (SAPR)

The DEOCS is using the online version only. The survey takes about 25 minutes to complete, and provides multiple opportunities for respondents to enter their personalized comments. In order to generate a DEOCS report, a minimum of 16 assigned personnel must complete the survey.

A total of 15 sub-breakouts are allowed for larger organizations. This allows for a deeper level of analysis that can help determine if an organization is above average, average, or below their Service average.

Respondents' anonymity is protected when completing the online survey by using a computer-generated, untraceable password. In addition, no personally identifying information (PII) is collected.

The survey will not display group data unless at least five members of that demographic completes the survey, further protecting the anonymity of survey participants.

Commanders can add up to 10 locally-developed questions (LDQs) and five-short answer questions (SAQs) to their survey, helping them target specific areas of concern.

To find out more information about DEOCS go to: <http://www.deomi.org>

Reference: <http://www.deomi.org>



Monthly EEO Training Continued



Congratulations!

**Congratulate our newest Equal Opportunity Leaders (EOLs)
These Soldiers have successfully completed the 60 hour
Equal Opportunity Leader Course at Camp Smith 20 - 25 Mar 17:**

CPT Melanie Padilla, 42ID	SSG Jesus Aquino, 42ID	SGT Jefferey Culver, 42ID
CPT Jennifer Sheringham, JFHQ	SSG Erin Armstrong, JFHQ	SGT Alex Dukharan, 42ID
1LT Elissa Ho, 53TC	SSG Jeramy Baldwin, 53TC	SGT Adriel Feliciano, 53TC
1LT Sean Tong, 42ID	SSG Thomas Garbarini, 42ID	SGT Tymothy Finger, 42ID
2LT Jennifer Alvarez, 53TC	SSG Jody Hackemer, JFHQ	SGT Jennifer Harmon, 42ID
2LT Micahel Edwards, 42ID	SSG Diana Jose-Garcia, 42ID	SGT Anthony Marin, 42ID
2LT Olin Miller, 42ID	SSG Jennilla Max-Faults, 53TC	SGT Adalberto Rivera, 42ID
MSG Myles Beecham, JFHQ	SSG Michael Mora, JFHQ	SGT Brittany Ruso, 42ID
MSG Ashvin Thimmaiah, JFHQ	SSG William St John, 53TC	SGT Jami Steiner, JFHQ
SFC Sharon Rimal, 53TC	SGT Daniel Acosta, 53TC	SGT Davon Thomas, 42ID
SFC Gerard Simon, JFHQ	SGT Jefferey Barker, 42ID	SGT Shubin Varghese, 53TC
SFC Dumahi Wallace, 53TC	SGT Stephan Cadet, 42ID	SGT Kevin Ward, 53TC
SFC Darrick Zwack, JFHQ	SGT Frank Cagnina, 42ID	

Duties and Responsibilities of EOL'S:

1. Assist commanders in recognition of detractors from a healthy unity EO climate.
2. Assist commanders in the conduct of unit climate assessments.
3. Prepare and assist the commander in the conduct of EO training.
4. Establish and maintain liaison with their EOLs and with the EOA at higher headquarters.
5. Assist commanders and assigned project officers in preparing and conducting ethnic observances and special commemorations.
6. Refer complainant to appropriate agency for assistance.
7. Serve as a resource person for EO matters in the unit.

Did you Know?

Company level and above are required to have a minimum of one EOL appointed in the rank of E-5 or above. If deploying, organizations will have two EOLs appointed.



Joint Diversity Corner



Special Emphasis Program Council (SEPC)

This council is a joint Army and Air initiative of full-time support personnel appointed to Special Emphasis Program Manager (SEPM) positions. The SEPC represents a federally recognized minority group and promotes the interests and advancement of their respective constituents.

Mission:

To improve the status of minorities and protective classes. The ultimate responsibility for the SEPC belongs to management and leadership. However, Special Emphasis Program Managers (SEPMs) are responsible for assisting management in actions that will enhance the employment status of these groups.

Vision:

Analyze, Advise, Liaison and Advocate

Goal:

SEPMs recognize the optimum readiness of the New York National Guard depends on the active inclusion of all groups supporting excellence in military and civilian performance.

SEPM Vacancies:

Federal Women's Program Manager (ARNG)

Persons with Disabilities Manager (ARNG)

Asian & Pacific Islander Program Manager (ANG)

These are not full-time positions, they are additional duties.

Upcoming SEPC Meeting:

24 May 2017, 1000 Hours, JFHQ, HRO, Room 405

If you would like to join us and can't make it to Latham, you can call in for the teleconference. Call or email the below individuals to be added to the teleconference or meeting.

****To become a member of the SEPC please contact:**

Capt Ashley FitzGibbon, (518) 786-4733 ashley.n.fitzgibbon.mil@mail.mil or

MSgt Donna Torres, (518)786-4621 donna.m.torres.mil@mail.mil





Joint Diversity Corner (cont.)



SPECIAL EMPHASIS PROGRAM COUNCIL

Program Director	Capt Ashley FitzGibbon, (518) 786-4733 JFHQ, Latham ashley.n.fitzgibbon.mil@mail.mil
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Federal Women's Program Mgr. (ARNG)	VACANT
Federal Women's Program Mgr. (ANG)	MSgt Donna Torres, (518) 786-4621 JFHQ, Latham donna.m.torres.mil@mail.mil
Persons with Disabilities Mgr. (ANG)	Capt Ashley FitzGibbon, (518) 786-4733 JFHQ, Latham ashley.n.fitzgibbon.mil@mail.mil
Persons with Disabilities Mgr. (Alternate)	VACANT
Hispanic Program Mgr. (ANG)	SSgt Anibal Verdejo, III, (315) 334-6831 EADS, Rome anibal.verdejo.mil@mail.mil
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Hispanic Program Mgr. (ARNG)	SGT Juan Portillo, (716) 601-4033 Det. 1 – 3/126th AVN, Rochester juan.a.portillo.mil@mail.mil
Native-American Indian Program Mgr. (ARNG)	CPT Jean Kratzer, (518) 786-4458 Watervleit Arsenal jean.kratzer.mil@mail.mil
Native American Indian Program Mgr. (ANG)	MSgt Venita Jackson, (716) 236-2518 107 AW, Niagara Falls VenitaJackson@ang.af.mil
Asian & Pacific Islander Program Mgr. (ARNG)	SFC Theresa Barone-Lopez, (518) 285-5848 101 st Signal BN, Yonkers theresa.baronelopez.mil@mail.mil
Asian & Pacific Islander Program Mgr. (Alternate, ARNG)	MAJ Henry Wong, (917) 562-9106 369 Sustain. Brig, Harlem henry.wong@us.army.mil
Asian & Pacific Islander Program Mgr. (ANG)	VACANT

Quote

Despite everything, I believe that people are really good at heart.

- Anne Frank